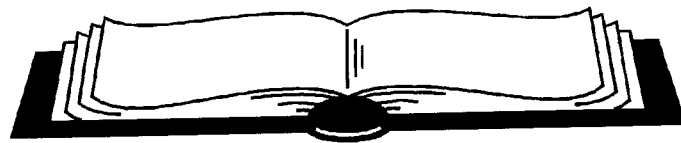


NEW JERSEY

1999-2000 Guidelines and Application



ORIGINAL

BEST PRACTICES

Deadline for Application to County Office:
NOVEMBER 22, 1999

Category	<u>Professional Development</u> (Application is limited to one category. See page 3 for details.)		
Practice Name	<u>The Highly Effective Teacher Academy and Seminars</u>		
Number of Schools with Practice	<u>38</u>	(If more than one school or district, read and complete information on page 2.)	
County	<u>Hudson</u>		
District (Proper Name)	<u>The Jersey City Public Schools</u>	<u>School District</u>	
District Address	<u>346 Claremont Avenue</u>		
	<u>Jersey City</u>	<u>07305</u>	
	<u>city</u>	<u>zip code</u>	
District Telephone	<u>201-915-6020</u>	<u>Fax 201-915-6020</u>	<u>E-mail:</u>
Chief School Administrator	<u>Richard DiPatri, ED.D.</u>		
Nominated School #1 (Proper Name)	<u>PS #1</u>		
School Address	<u>128 Duncan Avenue</u>		
	<u>Jersey City</u>	<u>07305</u>	
	<u>city</u>	<u>zip code</u>	
School Telephone	<u>201-915-6460</u>	<u>Fax</u>	<u>E-mail:</u>
School Principal	<u>Elizabeth Crook</u>		
Program Developer(s)	<u>Michael Carrigan-Fucello and Beth Shachat, Staff Developers</u>		
Chief School Administrator's or Charter School Lead Person's Signature			

FOR USE BY COUNTY SUPERINTENDENT OF SCHOOLS ONLY

Approved: ☒ Yes ☐ No County Superintendent's Signature

NEW JERSEY BEST PRACTICES INFORMATION FOR ADDITIONAL SCHOOL(S)

If the nominated practice is conducted in more than one school, complete the information below for one to three additional school(s). If the nominated practice is conducted in more than four schools, copy this page and complete the information for all schools. If the nominated practice is included in more than one district, copy the cover page, complete the information for the additional district(s) and number the additional district(s) : District #2, District #3, etc. in the District (Proper Name) column.

Nominated School #2 (Proper Name)	FRANK R. CONWELL SCHOOL PS #3	
School Address	<u>70 BRIGHT STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07302</u> <small>city zip</small>	
School Telephone	(201) 915-6610	Fax (201) 333-7117
School Principal	MS. MARY ANN WALLACE	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #3 (Proper Name)	MICHAEL CONTI SCHOOL PS #5	
School Address	<u>182 MERSELES STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07302</u> <small>city zip</small>	
School Telephone	(201) 714-4300	Fax
School Principal	DR JOSEPH RAMOS	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #4 (Proper Name)	JOTHAM W. WAKEMAN SCHOOL PS #6	
School Address	<u>100 SAINT PAUL'S AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07306</u> <small>city zip</small>	
School Telephone	(201) 714-4310	Fax (201) 659-5992
School Principal	MR. FLAVIO RUBANO	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

NEW JERSEY BEST PRACTICES INFORMATION FOR ADDITIONAL SCHOOL(S)

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Nominated School #5 (Proper Name)	PS #8	
School Address	<u>96 FRANKLIN STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07307</u> <small>city zip</small>	
School Telephone	(201) 714-4320	Fax (201) 659-7274
School Principal	MR. CHARLES TREFURT	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #6 (Proper Name)	KENNEDY SCHOOL PS #9	
School Address	<u>222 MERCER STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07302</u> <small>city zip</small>	
School Telephone	(201) 915-6410	Fax (201) 433-7721
School Principal	MS. WENDY PEREZ	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #7 (Proper Name)	MARTIN LUTHER KING, JR. SCHOOL PS #11	
School Address	<u>886 BERGEN AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 915-6521	Fax (201) 418-8582
School Principal	MS. ANGELA BRUNO	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

NEW JERSEY BEST PRACTICES INFORMATION FOR ADDITIONAL SCHOOL(S)

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Nominated School #8 (Proper Name)	JULIA A. BARNES SCHOOL PS #12		
School Address	<u>91 ASTOR PLACE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07304</u> <small>city zip</small>		
School Telephone	(201) 915-6420	Fax	(201) 333-7316
School Principal	MS. ANNIE GRAHAM		
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS		
Nominated School #9 (Proper Name)	OLLIE CULBRETH, JR. SCHOOL PS #14		
School Address	<u>153 UNION STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07304</u> <small>city zip</small>		
School Telephone	(201) 915-6430	Fax	(201) 333-7255
School Principal	MS. GWENDOLYN JACKSON		
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS		
Nominated School #10 (Proper Name)	WHITNEY M. YOUNG, JR. SCHOOL PS #15		
School Address	<u>135 STEGMAN STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>		
School Telephone	(201) 915-6440	Fax	(201) 333-7333
School Principal	MR. FRANCISCO PEREZ		
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS		

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Nominated School #11 (Proper Name)	CORNELIA F. BRADFORD SCHOOL PS #16	
School Address	<u>96 SUSSEX STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07302</u> <small>city zip</small>	
School Telephone	(201) 915-6450	Fax (201) 434-5158
School Principal	MR. ROBERT DI TURSI	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #12 (Proper Name)	JOSEPH H. BRENSINGER SCHOOL PS #17	
School Address	<u>600 BERGEN AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07304</u> <small>city zip</small>	
School Telephone	(201) 714-4310	Fax (201) 434-2824
School Principal	MS. MAGDA SAVINO	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #13 (Proper Name)	PS #20	
School Address	<u>160 DANFORTH AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 714-6470	Fax (201) 333-1464
School Principal	MR. JORGE FERNANDEZ	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

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Nominated School #14 (Proper Name)	PS #22		
School Address	264 VAN HORNE STREET street/p.o. box JERSEY CITY, NEW JERSEY 07304 city zip		
School Telephone	(201) 915-6480	Fax	(201) 521-0909
School Principal	MR. ISMAEL APONTE		
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS		
Nominated School #15 (Proper Name)	MAHATMA K. GHANDI SCHOOL PS #23		
School Address	143 ROMAINE AVENUE street/p.o. box JERSEY CITY, NEW JERSEY 07306 city zip		
School Telephone	(201) 915-6490	Fax	(201) 435-8514
School Principal	MR. DANIEL CUPO		
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS		
Nominated School #16 (Proper Name)	CHAP. CHARLES WATTERS SCHOOL PS #24		
School Address	220 VIRGINIA AVENUE street/p.o. box JERSEY CITY, NEW JERSEY 07304 city zip		
School Telephone	(201) 915-6510	Fax	(201) 433-3150
School Principal	MR. DAVID MELUSO		
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS		

NEW JERSEY BEST PRACTICES INFORMATION FOR ADDITIONAL SCHOOL(S)

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Nominated School #17 (Proper Name)	NICOLAUS COPERNICUS SCHOOL PS #25	
School Address	<u>3385 KENNEDY BOULEVARD</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07307</u> <small>city zip</small>	
School Telephone	(201) 714-4340	Fax (201) 222-0949
School Principal	MS. ANNE BUTLER	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #18 (Proper Name)	ALFRED ZAMPELLA SCHOOL PS #27	
School Address	<u>201 NORTH STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07307</u> <small>city zip</small>	
School Telephone	(201) 714-4350	Fax (201) 420-9082
School Principal	MS. SANDRA FRIERSON-HOWARD	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #19 (Proper Name)	CHRISTA MC AULIFFE SCHOOL PS #28	
School Address	<u>167 HANCOCK AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07307</u> <small>city zip</small>	
School Telephone	(201) 714-4360	Fax (201) 656-0225
School Principal	MS. MARY ANN HAMMER	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

NEW JERSEY BEST PRACTICES INFORMATION FOR ADDITIONAL SCHOOL(S)

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Nominated School #20 (Proper Name)	GLADYS M. NUNNERY SCHOOL PS #29	
School Address	<u>123 CLAREMONT AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 915-6620	Fax (201) 433-2920
School Principal	MS. DIANE PALLITTO	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #21 (Proper Name)	ALEXANDER D. SULLIVAN SCHOOL PS #30	
School Address	<u>171 SEAVIEW AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 915-6530	Fax (201) 332-7147
School Principal	MR. MICHAEL LITTLEJOHN	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #22 (Proper Name)	ANTHONY J. INFANTE SCHOOL PS #31	
School Address	<u>3055 KENNEDY BOULEVARD</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07306</u> <small>city zip</small>	
School Telephone	(201) 714-4370	Fax
School Principal	MS. MARY LOUF	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

NEW JERSEY BEST PRACTICES INFORMATION FOR ADDITIONAL SCHOOL(S)

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Nominated School #23 (Proper Name)	PS #33	
School Address	<u>362 UNION STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 915-6540	Fax (201) 433-4232
School Principal	DR. PAUL RAFALIDES	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #24 (Proper Name)	PS #34	
School Address	<u>1830 KENNEDY BOULEVARD</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 915-6550	Fax (201) 915-6553
School Principal	MS. DELORES FOSTER	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #25 (Proper Name)	RAFAEL DE J. CORDERO SCHOOL PS #37	
School Address	<u>158 ERIE STREET</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07302</u> <small>city zip</small>	
School Telephone	(201) 714-4390	Fax (201) 222-9055
School Principal	MR. MARVIN STRYNAR	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

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Nominated School #26 (Proper Name)	JAMES F. MURRAY SCHOOL PS #38	
School Address	<u>339 STEGMAN PARKWAY</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 915-6620	Fax (201) 333-6044
School Principal	MS. MARIE MORRISSEY	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #27 (Proper Name)	DR. CHARLES P. DE FUCCIO SCHOOL PS #39	
School Address	<u>214 PLAINFIELD AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07306</u> <small>city zip</small>	
School Telephone	(201) 915-6560	Fax (201) 915-6563
School Principal	MS. PATRICIA BRYANT	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #28 (Proper Name)	EZRA L. NOLAN MIDDLE SCHOOL PS #40	
School Address	<u>88 GATES AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 915-6570	Fax (201) 434-0811
School Principal	MS. ANNA ORTIZ-RIVAS	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

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Nominated School #29 (Proper Name)	FRED W. MARTIN SCHOOL PS #41	
School Address	<u>59 WILKERSON AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 915-6590	Fax (201) 915-6596
School Principal	MS. ALBERTHA GOODWIN	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #30 (Proper Name)	CONSTANCE P. NICHOLS SCHOOL PS #42	
School Address	<u>700 NEWARK AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07306</u> <small>city zip</small>	
School Telephone	(201) 714-4480	Fax (201) 714-7096
School Principal	MS. HELEN AIOSA	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #31 (Proper Name)	ACADEMY 1	
School Address	<u>209 BERGEN AVENUE</u> <small>street/p.o. box</small> <u>JERSEY CITY, NEW JERSEY</u> <u>07305</u> <small>city zip</small>	
School Telephone	(201) 915-6500	Fax
School Principal	MS. JOAN BROE	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

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Nominated School #32 (Proper Name)	ACADEMY 2	
School Address	123 COLES STREET street/p.o. box JERSEY CITY, NEW JERSEY 07302 city zip	
School Telephone	(201) 876-4803	Fax
School Principal	MR. MICHAEL YORKER	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #33 (Proper Name)	WILLIAM L. DICKINSON HIGH SCHOOL	
School Address	2 PALISADE AVENUE street/p.o. box JERSEY CITY, NEW JERSEY 07306 city zip	
School Telephone	(201) 714-4490	Fax (201) 714-4337
School Principal	MR. ROBERT DONATO	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #34 (Proper Name)	JAMES J. FERRIS HIGH SCHOOL	
School Address	35 COLGATE STREET street/p.o. box JERSEY CITY, NEW JERSEY 07302 city zip	
School Telephone	(201) 915-6660	Fax (201) 333-2060
School Principal	MS. GEORGINA REY FAUTA	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

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Nominated School #35 (Proper Name)	LINCOLN HIGH SCHOOL	
School Address	60 CRESCENT AVENUE street/p.o. box JERSEY CITY, NEW JERSEY 07304 city zip	
School Telephone	(201) 915-6700	Fax (201) 435-4493
School Principal	MR. DAVID CLAUSER	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #37 (Proper Name)	MC NAIR/ACADEMIC HIGH SCHOOL	
School Address	123 COLES STREET street/p.o. box JERSEY CITY, NEW JERSEY 07302 city zip	
School Telephone	(201) 876-4804	Fax (201) 792-11498
School Principal	MR. ROBERT ROGGENSTEIN	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	
Nominated School #37 (Proper Name)	HENRY SNYDER HIGH SCHOOL	
School Address	239 BERGEN AVENUE street/p.o. box JERSEY CITY, NEW JERSEY 07305 city zip	
School Telephone	(201) 915-6600	Fax (201) 435-5019
School Principal	MR. BRUCE DABNEY	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

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Nominated School #38 (Proper Name)	REGIONAL DAY SCHOOL	
School Address	425 JOHNSTON AVENUE <small>street/p.o. box</small> JERSEY CITY, NEW JERSEY 07304 <small>city zip</small>	
School Telephone	(201) 915-6165	Fax
School Principal	MR. GERARD DYNES	
Program Developer(s)	MICHAEL CARRIGAN-FUCCELLO & BETH SHACHAT, STAFF DEVELOPERS	

Code # _____

(for office use only)

NEW JERSEY BEST PRACTICES 1999-2000 APPLICATION

Application Requirements:

- ◆ **RESPONSES to the information and the statements below must be ANONYMOUS.** No reference should be made to the names of the district or the school(s). Use the words "the school" or "the schools" in referring to the applicant in responding to the statements.
- ◆ **USE ONLY THE SPACE PROVIDED ON THE APPLICATION FORM on pages 1, 2 (if applicable) and 4 and THE NUMBER OF LINES SPECIFIED FOR RESPONSES to the statements.** Do not include any additional materials, as they will not be reviewed in the selection process.
- ◆ Application must be **keyboarded on 8" x 11" white paper, portrait format. Ten-point or larger computer font or twelve-pitch or larger typewriter font** must be used. (This sentence is in ten-point.)
- ◆ **KEYBOARDED RESPONSES** to the statements below must be **no more than a total of three pages.** Keyboard the statement followed by the response. Format your response to the number of lines specified.
- ◆ **The information on page 4 and the keyboarded responses to statements must be printed or copied on one side of the page. The information on pages 1 and 2 (if applicable) must be printed or copied on one side of the page.** Staple pages 1 and 2 (if applicable) and 4 and the keyboarded responses together.
- ◆ **The original application must be signed by the district chief school administrator or charter school lead person, indicating his/her approval.**
- ◆ **The original and seven copies of the application must be submitted to the county superintendent of schools by November 22, 1999, with the Itemized List of District Applications form.** Keep the seven copies of each application together with the original containing the signature of the district chief school administrator or charter school lead person on the top of each set.
- ◆ **FAILURE TO COMPLY WITH THE PROCEDURES FOR SUBMISSION OF THE APPLICATION MAY RESULT IN THE ELIMINATION OF THE APPLICATION..**

The following data is required to assist the panelists in the evaluation of the application:		
Type of School	Grade Levels	Practice Name <u>HIGHLY EFFECTIVE TEACHER ACADEMY AND SEMINARS</u>
<input checked="" type="checkbox"/> Elementary School	<u>K - 8</u>	
<input checked="" type="checkbox"/> Middle School	<u>6 - 8</u>	
<input type="checkbox"/> Junior High School		
<input checked="" type="checkbox"/> High School	<u>9 - 12</u>	Number of Schools with Practice <u>38</u>
<input type="checkbox"/> Other: _____		Number of Districts with Practice <u>1</u>

Check the ONE CATEGORY into which the practice best fits.		
<input type="checkbox"/> Arts (Visual and Performing Arts)	<input type="checkbox"/> Educational Technology	<input type="checkbox"/> Safe Learning Environment
<input type="checkbox"/> Assessment/Evaluation	<input type="checkbox"/> Health and Physical Education	<input type="checkbox"/> School-to-Careers/Workplace Readiness
<input type="checkbox"/> Bilingual Education and Diversity	<input type="checkbox"/> Language Arts Literacy	<input type="checkbox"/> Science
<input type="checkbox"/> Citizenship/Character Education	<input type="checkbox"/> Mathematics	<input type="checkbox"/> Social Studies
<input type="checkbox"/> Early Childhood Education Programs	<input checked="" type="checkbox"/> Professional Development	<input type="checkbox"/> Special Education
<input type="checkbox"/> Educational Support/Guidance and Counseling Programs	<input type="checkbox"/> Public Engagement	<input type="checkbox"/> World Languages
(services contributing to high student achievement.)	(family involvement and partnerships with business, community and/or higher education.)	

1. Describe the practice proposed for recognition, and list its objectives. Detail how the practice is innovative, how it promotes high student achievement and how it can be replicated. **(Maximum of 50 lines for response)**
2. Describe the educational needs of students that the practice addresses and how they were identified. List the *Core Curriculum Content including the Cross-Content Workplace Readiness Standards** addressed by the practice and describe how the practice addresses the standard(s). **(Maximum of 50 lines for response)**
3. Document the assessment measures used to determine the extent to which the objectives of the practice have been met. **(Maximum of 60 lines for response)**

Part I.

- **Describe the practice proposed for recognition and list its objectives. Detail how the practice is innovative, how it promotes high student achievement and how it can be replicated.**

The Teacher Academy starts with the premise that the best teachers are also the best learners and that the most important message we send to children about high achievement is to strive for high achievement ourselves. To inspire a love of learning in students, one must first be a passionate learner. Teachers come to the Academy having made a commitment as part of their professional improvement plans.

The Teacher Academy strives to create a professional development experience that addresses the needs of new teachers and veteran teachers as well. The Academy is held during three summer days to help create a casual learning environment free from middle-of-year time pressures. What is unique about the Academy is that it enables teachers to **experience first-hand as learners** many of the leading-edge trends and strategies in teaching and learning. At the heart of the model is problem-based learning. Teachers are organized in cooperative learning teams and given a real-world problem to explore and to generate solutions. Having been given an overview through materials sent previously (including articles and a descriptive brochure), teachers make critical decisions about how each member of the team will contribute to the overall development of their solution. The team works toward a final presentation, which they make to another team and a panel of district administrators who model constructive feedback practices to the teams. Thus the teachers are immersed experientially in learning structures based on cooperative learning, authentic assessment, and the principles of constructivism. Teachers leave the Academy with their own personal implementation plan, suggesting how they intend to use some of their new learning, particularly in the first week of school.

The delivery of the Academy avoids the trap of much of traditional professional development in which teachers **hear about** innovative practices, rather than actually **experience** them. Staff developers and other session leaders view themselves as **facilitators of** learning teams and not **presenters to** them. Having been offered opportunities and resources to construct their own meaning from their experiences, the teams generate their unique problem solutions and craft their own presentations. Academy facilitators make learning experiences available in four critical areas: planning, assessment, instruction, and classroom environment. Teams decide which members will attend sessions in each area. Each member of the team returns to the team as an expert in the critical area and becomes the resource for the team in that area. A number of the sessions are led by teachers themselves in the spirit of inquiry groups. Teachers come to view the inquiry group as a meaningful structure for professional development, and one which they can use in their own schools.

The summer experience is reinforced by a series of five day-long seminars offered to teachers throughout the year. Teachers attend the seminars as a cohort so that they are with the same colleagues for all five sessions. The cohort approach fosters a tangible sense of what it is to be a learning community. Having identified district-wide issues and needs, the seminar developers decided upon the following themes as the basis of each seminar:

- Creating Student-Centered Classrooms
- Planning for Understanding
- Developing a Variety of Assessment Strategies
- Developing Varied Teaching Strategies
- Building a Learning Community

One of the advantages of the on-going cohort structure of the seminars is that participants can be expected to complete assignments and to begin to develop a professional portfolio, again with the intent of having teachers experience the process of portfolio development. The goal is that these processes are passed on to their students.

Replication of the Academy and subsequent Seminar process provides a framework for professional development within which one can apply individual district and teacher purposes, requiring a district's commitment to fostering personal efficacy among its teaching staff. Teachers need time and the support of coaches and peers to take risks to learn and implement new skills and strategies. The Academy and the Seminars are an educational application of the seven habits identified by Stephen Covey for personal efficacy: "Be Proactive; Begin with the End in Mind; Put First Things First; Think Win/Win; Seek First to Understand; Synergize; Sharpen the Saw."

To enable our students to be highly effective, we begin by helping our teachers to sharpen their own tools for effectiveness.

Part II.

- Describe the educational needs of students that the practice addresses and how they were identified. List the *Core Curriculum Content and Cross-Content Workplace Readiness Standards* addressed by the practice and describe how the practice addresses the standards(s).

Another underlying premise of the Teacher Academy is that one of the primary needs of students is a competent teacher who can create a learning community that fulfills the basic needs of students. With the needs of the learner/participants in mind, the district staff developers designed a learning experience based on psychiatrist and author, William Glasser's theory that humans have five basic needs: *Physiological*, the need to feel safe and secure; *Belonging*, the need for friendship and caring; *Freedom*, the need to express opinions and to be given choices; *Power*, the need to be asked for input, feel useful, validated as if others will listen; and *Fun*, the need to laugh, relax and enjoy. By modeling and providing opportunities for teachers to experience strategies that are student centered and by helping teachers find solutions within a learning community, we believe that teachers are better equipped to meet the needs of their students.

The Teacher Academy addressed Glasser's tenets in the following ways:

- *Physiological* – Participants who attended were made to feel comfortable by receiving a letter and brochure welcoming and describing what to expect at the Academy and prior readings that would help them to prepare for the event. One of the articles, written by Dr. Glasser, was about how young people can gain a sense of power and importance in the classroom. In addition, a sumptuous breakfast was served daily, parking spaces were provided and the physical space was prepared for team learning.
- *Belonging* – The Teacher Academy commenced with icebreaker and team building activities. This facilitated learning communities and prepared participants to work collaboratively as members of a "Professional Development Inquiry Team" as they set out on their task to solve a problem presented to them.
- *Freedom* – Within teams, members were given the choice of workshops to attend that would best meet their individual needs. From a survey of the attending teachers' needs, four critical areas were identified: planning with the NJCCCS in mind, selecting authentic assessment tasks linked to instruction, using cooperative learning, and forming learning communities that meet students' needs. After attending the workshop of their choice, participants were expected to be "experts" in that chosen area and share their expertise with the other team members.
- *Power* – Participants who had attended previous professional development seminars with the staff developers were asked to serve as facilitators of discussion groups in one of the four critical areas. The facilitators took their roles very serious as they and their group explored their chosen area by reading articles and viewing selected videos. In addition, participants' work was validated when their team presented to another team and two supervisors a plan for implementation of the best approaches that they had gleaned from the learning experience. The feedback given and the discussion that ensued reinforced and confirmed their learning and their plans for application in the classroom.
- *Fun* – All in all, participants were totally engaged in the activities: team sharing, inquiry groups, Internet searches, and designing and making presentations.

The goals of the Teacher Academy are for teachers to reflect on best practices and perform these practices in the classroom. The design of the Teacher Academy globally sets a model for addressing the Cross-Content Workplace Readiness Standards. In particular Standard 3, "All students will use critical thinking, decision-making, and problem-solving skills," was addressed through the problem-based learning experience and inquiry groups and Standard 4 "All Students will demonstrate self-management skills," through the cooperative learning model in order to accomplish their problem within a preset amount of time.

The specific workshops on planning and assessment addressed the Core Curriculum Content Standards directly. The theme of the planning workshop was "Begin with the end in mind." The premise is that planning begins with the desired outcome, i.e., the NJCCCS, and learning is linked to assessment.

Part III.

- **Document the assessment measures used to determine the extent to which the objectives of the practice have been met.**

Upon completion of the summer Teacher Academy, participants and supervisors are asked to provide feedback on its effectiveness by completing an exit evaluation. They are asked to respond to the relevance of the content, objectives and format and to give an indication of their intent for future implementation of strategies. In addition, participants are asked to expand the impact of the Academy by establishing a detailed personal implementation plan. Supervisors, upon completion of the team presentations, reported that they noted significant awareness of new approaches to teaching and learning.

The results of an exit evaluation of the Teacher Academy indicated a very high level of satisfaction. Almost all of the participants believed that the topics were relevant (99%), the objectives of the Academy were met (90%), the Academy will enhance their professional competence (92%), and they plan to implement what they learned in the Academy (98%). On-going supervision and coaching will provide evidence of the participants' implementation of new ideas.

The supervisory process of teacher evaluation by building administrators and subject areas supervisors is one of the direct means by which the goals of the Academy are assessed. Supervisors are asked to assess the impact of the Academy upon their professional interactions with teachers for whom they have responsibility. Since the objectives of the Academy are in direct alignment with the district's framework for evaluating teachers, the determination can be clearly made whether or not teachers are implementing the New Jersey Core Curriculum Content Standards, planning and employing effective teaching strategies, linking assessment to instruction, and creating a needs-fulfilling classroom environment. Additionally, a mid-year survey will be sent to Academy participants as a follow-up to their implementation plans.

Teacher accountability for student learning and achievement is the foremost measure of the impact of the Teacher Academy. Insistence on high levels of learning for students and the affirmation that teaching cannot be measured independent of learning are at the core of what the Teacher Academy aims to inspire in all its teachers. In the long term, as participants begin to integrate new approaches to their teaching practice, we should see significant improvement in the performance of their students. It is expected that as teachers improve, their professional evaluations will reflect that improvement and that their students' performance on criterion and norm-referenced tests will improve. Additionally, the coaching relationship between staff developers and many participants in the Academy will generate qualitative information to support its effectiveness. Many teachers have used the Academy as a springboard for further professional development and have shared their new learnings in collegial inquiry groups within their schools. Ultimately, teachers will need to find venues for job-embedded, self-directed staff development. The Teacher Academy models a process by which teachers can generate the synergy to create their own professional development.